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MEMORANDUM FOR: PERSONNEL DIRECTOR

SUBJECT: Benefits to Induce Volunteers for Hazardous Duty.

REFERENCE: (a) Report of Hazardous Duty Committee.

1. I agree in principle that certain extra benefits should be provided for personnel whose duties require exposure to more than the normal hazards. This is necessary in order to build a serious, permanent service and maintain its morale. On the other hand, I am concerned about overstepping the bounds of what can be reasonably justified as being actual hazardous service for two reasons:

(1) If the proposals cannot be fully justified, they will not be acceptable to the higher echelons in the Government and their presentation could result in some embarrassment.

(2) Furthermore, even if the proposals were accepted, the organization might suffer because of the resultant animosity of other services exposed to similar risks without corresponding compensation.

2. I do not agree that all service abroad is hazardous. It is recommended that the term "overseas service" be adopted in lieu of hazardous service and that "hazardous service" be substituted for what has been labelled extra-hazardous service in the reference document. This change in terminology should make the whole proposal more acceptable to the Agencies of the Government, who will be concerned with it or who will gain knowledge of it.

3. It is recommended that the death gratuity of six months' salary proposed in reference document be limited only to "hazardous

JOB NO. 59 NO CHANGE
FID NO. DOC NO. 59 NO CHANGE
CLASS CHECKED TO: TS 3 CRET. JUST. 22
IN CLASS/ DECL. DATE 4/1/78
NEXT REV DATE 10/1/78
NO. PGS 2 CREATION DATE 4080 COMP 01/32 ORG CLASS S
REV CLASS 2 REV COORD. AUTH: HR 703

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- 2 -

service classified in the reference document as extra-hazardous.

4. The grade promotions for persons "detained," the extension of benefits of the U.S. Employees Compensation Act to members of the family of the employee in cases of a causal relationship between the injury or death and the employees' duty and the additional retirement credits seemed to be reasonable for "overseas" duty, classified as hazardous in the reference document. I concur also in the extension of these benefits to hazardous (extra-hazardous) duty and the additional extra pay for specific hazardous duties at the rate of 50 per cent of the base salary, not exceeding \$200 per four-week pay period.

[REDACTED]
Assistant Director for
Policy Coordination

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cc: C-III

M [REDACTED]

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